

**Resolution on TCU Employee Benefits**  
**Adopted by the Faculty Senate, May 2, 2013**

Whereas the TCU Faculty Senate recognizes the need of the Board of Trustees and senior administrators to practice fiscal responsibility, and that prudent oversight of such responsibility ensures the longevity, competitiveness, and well-being of the institution, and

Whereas the TCU Faculty Senate believes that robust benefits are a vital part of employee compensation and thus crucial in attracting top faculty and staff, fostering long-term employee commitment to the institution, and promoting its national and international reputation, and

Whereas the TCU Faculty Senate further believes that robust benefits are crucial in sustaining institutional momentum, maintaining faculty and staff morale, and preserving the Teacher/Scholar model that distinguishes TCU's excellence, and

Whereas the TCU Faculty Senate is proud to contribute to TCU's momentum, distinction, and excellence, and is fully committed to protecting the overall health of the university,

Therefore, be it resolved, that the TCU Faculty Senate recommends that employee compensation, including benefits, either be maintained at current levels, or increased when appropriate;

Be it also resolved, that reductions to employee compensation, including benefits, should only be considered in the event of a severe budget crisis that clearly threatens TCU's institutional health and well-being; that, if such financial exigency occurs, employee compensation should only be considered for reduction as part of a larger campus-wide effort to reduce costs; and that, if such budget cutbacks become necessary, all employees be grandfathered in at their current levels;

Finally, be it further resolved, that any reductions to faculty compensation, including benefits, be discussed in the Faculty Senate before any steps toward implementation are taken; that, as a means of declaring its position, the Faculty Senate take a formal vote on such reductions; and that designated representatives of the TCU Faculty Senate take part in Cabinet-level budget discussions when changes in employee compensation are discussed.